

FCC-EEO Public File Inspection Report

Station: KMUM-CD  
 Report Year: 08/01/15 - 7/31/16

Job Titles of All Full-Time Vacancies Throughout Year

	Job Title	Vacancy Date
1	IT Director/MCO	1/1/2016
2	NewsDirector/Anchor	1/1/2016
3	Account Executive	3/15/2016
5	Co-Anchor/Reporter	5/1/2016
6	Technical Director	5/1/2016
7	Multi-Media Journalist	5/1/2016
4	Receptionist	6/1/2016

Job Titles of all Full-Time Vacancies Throughout Year

	Job Title	Source That Filled Position
1	IT Director/MCO	Industry Referral
2	NewsDirector/Anchor	Employee Referral
3	Account Executive	Industry Referral
4	Co-Anchor/Reporter	Still Open
5	Technical Director	Still Open
6	Multi-Media Journalist	Still Open
7	Receptionist	Industry Referral

Sources Used to Fill Vacancies

	Job Title	Contact	Address	Tel #
1	IT Director/MCO	Craigslist	P.O. Box 225159, San Francisco, CA 94122	415-566-6394
		Indeed	7501 N. Capital of Texas Hwy, Building B, Austin, TX 78731	800-462-5842
		CSU, Sacramento	6000 J Street, Sacramento, CA 95819	916-278-6011
		UC, Davis	1 Shields Ave. Davis, CCA 95616	530-752-1011
2	NewsDirector/Anchor	Craigslist	P.O. Box 225159, San Francisco, CA 94122	415-566-6394
		Indeed	7501 N. Capital of Texas Hwy, Building B, Austin, TX 78731	800-462-5842
		CSU, Sacramento	6000 J Street, Sacramento, CA 95819	916-278-6011
		UC, Davis	1 Shields Ave. Davis, CCA 95616	530-752-1011
3	Account Executive	Craigslist	P.O. Box 225159, San Francisco, CA 94122	415-566-6394
		Indeed	7501 N. Capital of Texas Hwy, Building B, Austin, TX 78731	800-462-5842
		CSU, Sacramento	6000 J Street, Sacramento, CA 95819	916-278-6011
		UC, Davis	1 Shields Ave. Davis, CCA 95616	530-752-1011
4	Co-Anchor/Reporter	Craigslist	P.O. Box 225159, San Francisco, CA 94122	415-566-6394
		Indeed	7501 N. Capital of Texas Hwy, Building B, Austin, TX 78731	800-462-5842
		CSU, Sacramento	6000 J Street, Sacramento, CA 95819	916-278-6011
		UC, Davis	1 Shields Ave. Davis, CCA 95616	530-752-1011
5	Technical Director	Craigslist	P.O. Box 225159, San Francisco, CA 94122	415-566-6394
		Indeed	7501 N. Capital of Texas Hwy, Building B, Austin, TX 78731	800-462-5842
		CSU, Sacramento	6000 J Street, Sacramento, CA 95819	916-278-6011
		UC, Davis	1 Shields Ave. Davis, CCA 95616	530-752-1011
6	Multi-Media Journalist	Craigslist	P.O. Box 225159, San Francisco, CA 94122	415-566-6394
		Indeed	7501 N. Capital of Texas Hwy, Building B, Austin, TX 78731	800-462-5842
		CSU, Sacramento	6000 J Street, Sacramento, CA 95819	916-278-6011
		UC, Davis	1 Shields Ave. Davis, CCA 95616	530-752-1011

7 Receptionist	Craigslist	P.O. Box 225159, San Francisco, CA 94122	415-566-6394
	Indeed	7501 N. Capital of Texas Hwy, Building B, Austin, TX 78731	800-462-5842
	CSU, Sacramento	6000 J Street, Sacramento, CA 95819	916-278-6011
	UC, Davis	1 Shields Ave. Davis, CCA 95616	530-752-1011

\* None of the above resources have requested notices of job openings be sent to them directly.

**Number of Persons interviewed and Number by a Recruitment Source**

<b>Job Title</b>	<b>Number of Persons Interviewed</b>	<b>From the number of persons interviewed, how many were referred by recruitment source?</b>
IT Director/MCO	4	Craigslist: 8, Indeed: 5, Industry Referrals: 2, Employee Referrals: 2
NewsDirector/Anchor	5	Craigslist: 6, Indeed: 8, Industry Referrals: 2, Employee Referrals 4
Account Executive	3	Craigslist: 5, Indeed: 4, Jobs2Careers: 2, Industry Referrals: 2 Employee referrals: 2
Receptionist	6	Craigslist: 15, Indeed: 12, Industry Referrals: 3, Employee Referrals: 2

The Licensee uses a variety of recruitment sources designed to inform qualified job applicants in the community of the availability of vacancies at the stations. The specific recruitment sources used may vary depending upon the position to be filled, but generally include local newspapers, area colleges and universities, organizations, and state and local employment agencies, where appropriate. Jobs requiring specialized skill may be advertised in print and trade journals. The licensee also may use the stations and their websites, as well as job-related websites, to advertise job vacancies.

Contact: Gloria Pantoja, 500 Media Place, Sacramento, CA 95815, PH. 916-567-3300